

SIKKIM



GOVERNMENT

GAZETTE

**EXTRAORDINARY
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No. 169

**GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL
GANGTOK**

No. 08/GEN/DOP

Dated:- 14/02/2025

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Sikkim hereby makes the following rules further to amend the Sikkim Government Service (Leave) Rules, 1982, namely:-

**Short title and
commencement**

1. (1) These rules may be called the Sikkim Government Service (Leave) (Amendment) Rules, 2025.
- (2) They shall come into force at once.

**Amendment of
rule 21**

2. In the Sikkim Government Service (Leave) Rules, 1982, (hereinafter referred to as "the said rules"), in rule 21, for sub-rule (1), the following shall be substituted, namely:-

- (1) The authority competent to grant leave may grant to a female Government Servant maternity leave on full pay for a period not exceeding 180 (one hundred and eighty) days of which not more than 60 (sixty) days can be availed before the date of expected delivery."

In the said rules, existing rule 21A shall be renumbered as rule 21B and before rule 21B, as so renumbered, the following rule 21A shall be inserted, namely:-

**Insertion of
rule 21A**

3. "21A. A female Government servant having minor children below the age of eighteen years shall be granted Child Care Leave by the authority competent to grant leave for a period not exceeding 180 (one hundred eighty) days for rearing or looking after their needs like examination, sickness etc.

- Note 1. During Child Care Leave, Government servant shall be paid leave salary equivalent to the pay drawn immediately before proceeding on leave.
- Note 2. Child Care Leave shall not be debited against Leave Account and shall be combined with any other kind of leave.
- Note 3. Child Care Leave can be availed in a maximum of 3 (three) different spells till the child attains the age of 18 (eighteen) years.

By order in the name of Governor.

**Thinley P. Chankapa, SCS
ADDITIONAL SECRETARY TO THE GOVERNMENT
DEPARTMENT OF PERSONNEL
(J(2)/GEN/DOP/PART FILE)**